

# **U.S. Army Recruiting Command**

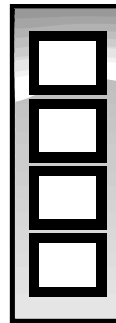
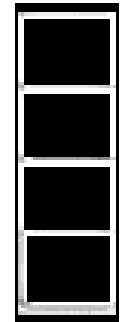
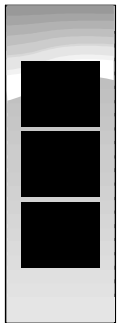
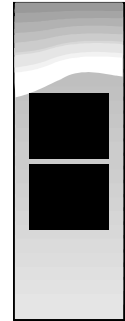
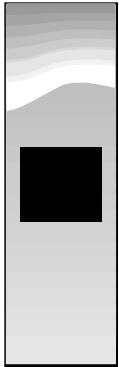


## **Warrant Officer Recruiting**



*U.S. Army Recruiting Command*

# Warrant Officer Recruiting Briefing



# **Warrant Officer Recruiting Mission**

The United States Army Recruiting Command is tasked with the Warrant Officer Recruiting Mission, which is to provide the active Army with technically and tactically qualified candidates to support the Warrant Officer Corps.



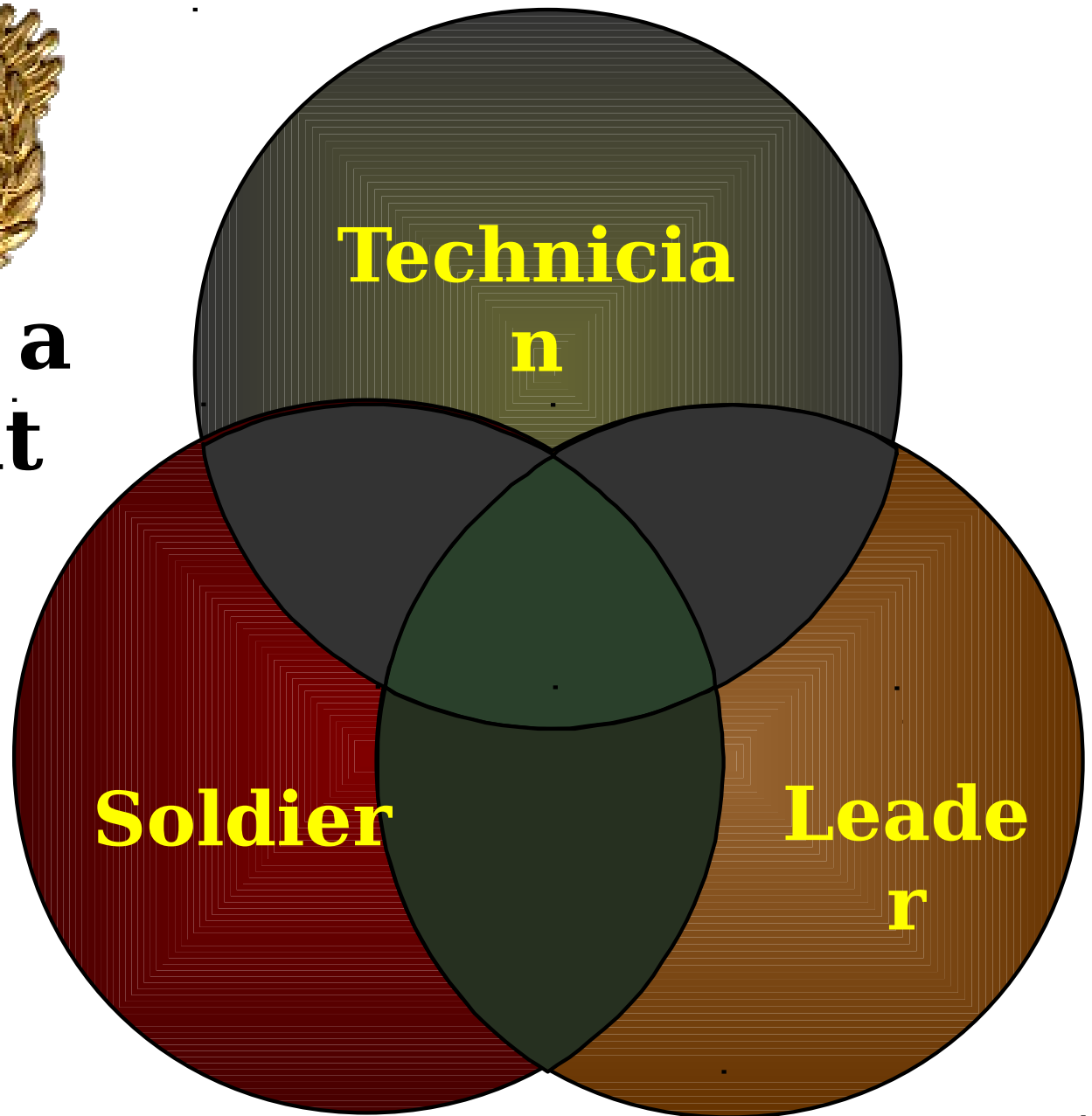
# Definition of a Warrant Officer

An Officer appointed by warrant by the Secretary of the Army, based on a **sound level of technical and tactical competence**. The Warrant Officer is a highly specialized expert and trainer who, by gaining progressive levels of expertise and leadership, operates, maintains, administers and manages the Army's equipment, support activities or technical systems for an entire career. (AR 611-112)





# What is a Warrant Officer



# Aviator Warrant Officer Prerequisites

Any MOS may apply

**AFAST**  
score of  
90 or  
higher

(Score less than 90  
and you can test  
one more time  
after 6 months.  
Score 90 or higher  
and you cannot  
test again. Study  
to obtain the best  
score)



***Aviator***

Must be less  
than 29 years  
old by the  
board convene  
date  
Pass a Class  
1A flight  
physical

(20/50 or better  
distant visual  
acuity correctable  
with spectacles to  
20/20)

LASIK/PRK study



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# Technician Warrant Officer

**SGT  
or higher**

**Less  
than  
46  
years  
of age**



*an*

**C  
gradua  
te**

**4 - 6 years  
experience  
in the field  
for which  
applying  
meet**

**prerequisit  
es as  
determined  
by WO  
proponent**

**(Check the exact  
prerequisites for  
your WO MOS in  
our web site)**



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# Opportunities as a Warrant Officer

- ✓ Training and education
- ✓ Higher pay
- ✓ Faster promotion potential
- ✓ Extended career opportunities
- ✓ Challenging assignments
- ✓ Other opportunities





# Pre-Appointment Training

**You can expect to attend this school about 4-6 months after selection**

**WOCS**

**Train and educate warrant officer candidates, prepare them for branch specific training, and assess their potential for appointment to Warrant Officer One**



**\* Warrant Officer Candidate School (WOCS), Fort Rucker, AL**

**\* 6 Weeks (plus 4 days prep time)**

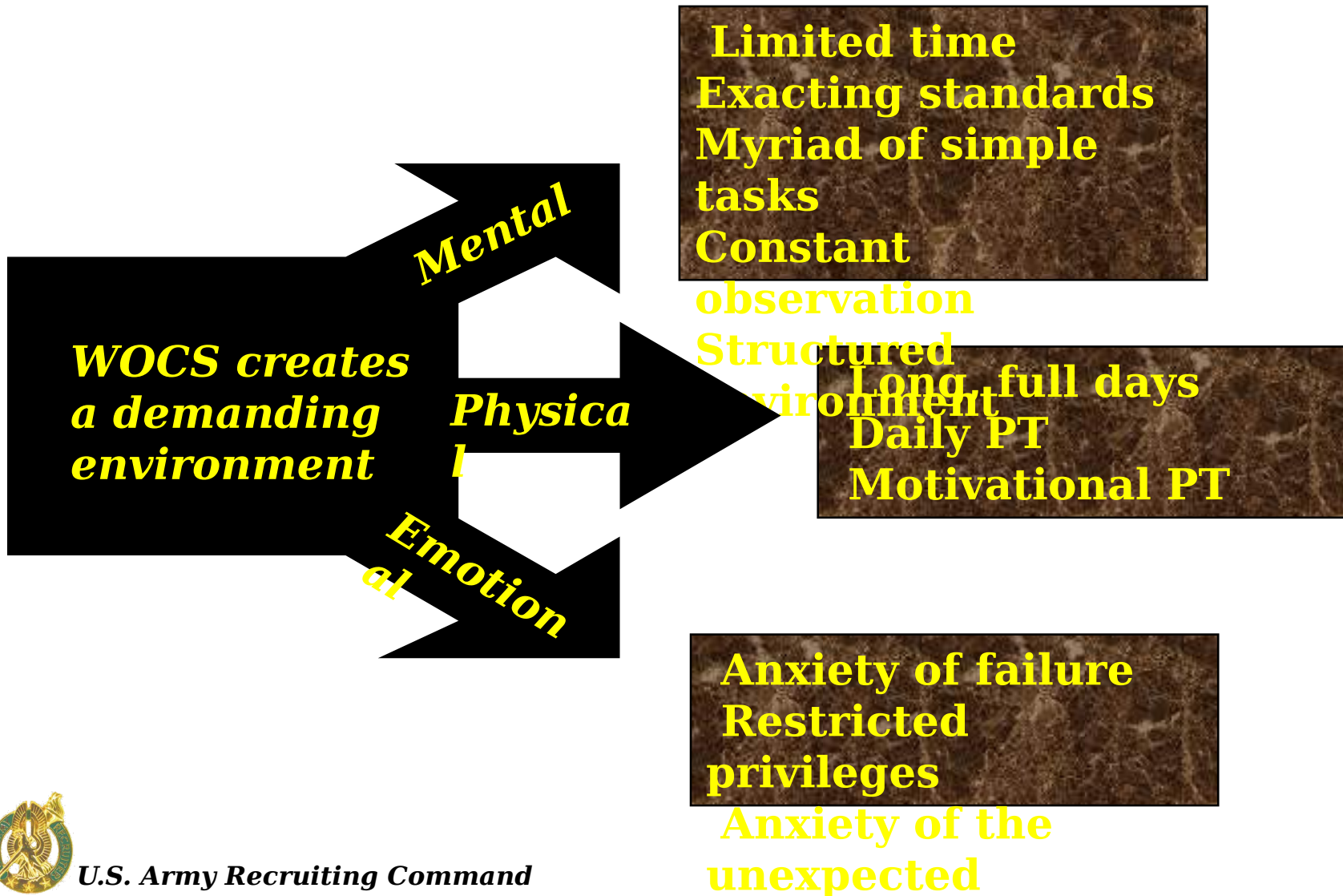
**\* Website: [leav-www.army.mil/wocs](http://leav-www.army.mil/wocs)**

**Performance oriented  
Common core training**

**Leadership  
Communication skills  
Professional skills  
Ethics**



# Warrant Officer Candidate School

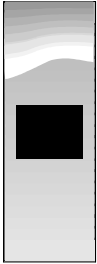


# A Day in the Life of a Candidate

Time	Activity	Time	Activity
0535-0542	Wake-up	1430-1720	Academics
0542-0600	Formation	1730-1820	Counseling
0600-0700	PT	1830-1915	Dinner
0700-0745	Hygiene	1915-2015	Personal time
0745-0820	Breakfast	2015-2115	Study hour
0830-1220	Academics	2115-2215	Co clean-up
1230-1320	Lunch	2215-2245	Hygiene
1330-1420	Counseling	2245-0535	Lights out



# Warrant Officer Basic Course



**Provide branch technical and tactical skill qualification training for platoon through battalion level assignments**

**Aviators train at Ft Rucker for up to 40 weeks, while Technicians go to the TRADOC installation where their training is located, usually where AIT was taken.**

**Performance oriented  
Common core training  
Branch technical/tactical  
certification**



**Technical  
Leadership  
Communication  
skills  
Tactics  
Ethics**





# System

**WOES is similar to NCOES**

# WO SR STAFF COURSE

# WO STAFF COURSE

**WO  
ADVANCED  
COURSE  
RESIDENT**

**WO  
ADVANCED  
COURSE  
NONRESIDENT**

**WO  
BASIC  
COURSE**

**WO  
CANDIDATE  
SCHOOL**

**W.O.C.**

# SERGEANTS MAJOR COURSE

# FIRST SERGEANT COURSE

# BATTLE STAFF NCO COURSE

# ADVANCED NCO COURSE

# BASIC NCO COURSE

# PRIMARY LEADERSHIP DEVELOPMENT COURSE



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# Aviation Warrant/NCO Pay Comparison

Includes Aviation Continuation Incentive Pay (ACIP)

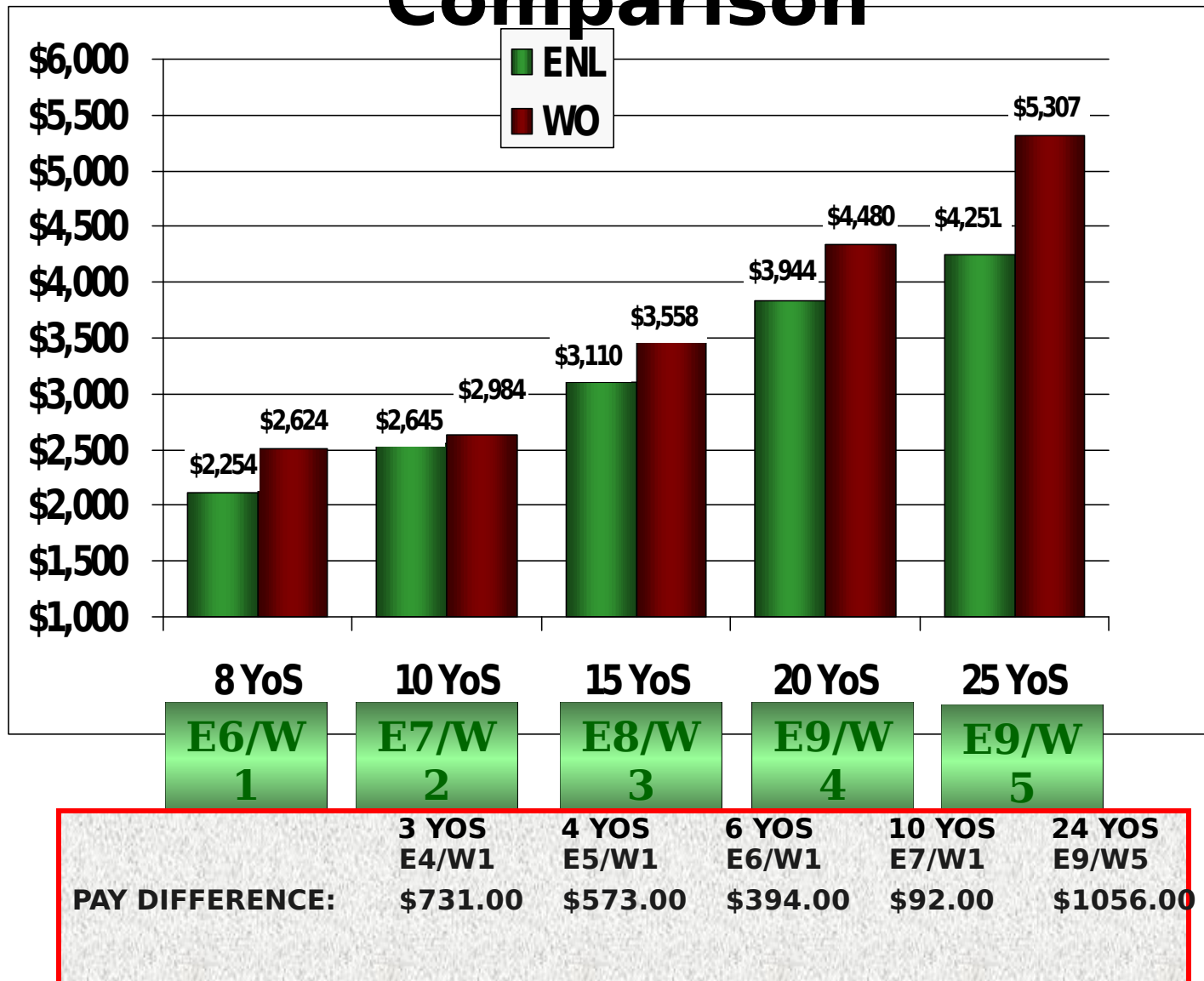


An E4 with 3 years of service can hope to make SGM in a 23 year career. That same soldier, if appointed as an Aviator warrant officer, could become a CW5 in a 23 year career. As you can see, the pay difference between a SGM and a CW5 with ACIP included is almost \$1,650. (ACIP STARTS OUT AT 125\$ AND TOPS OFF AT 840\$)

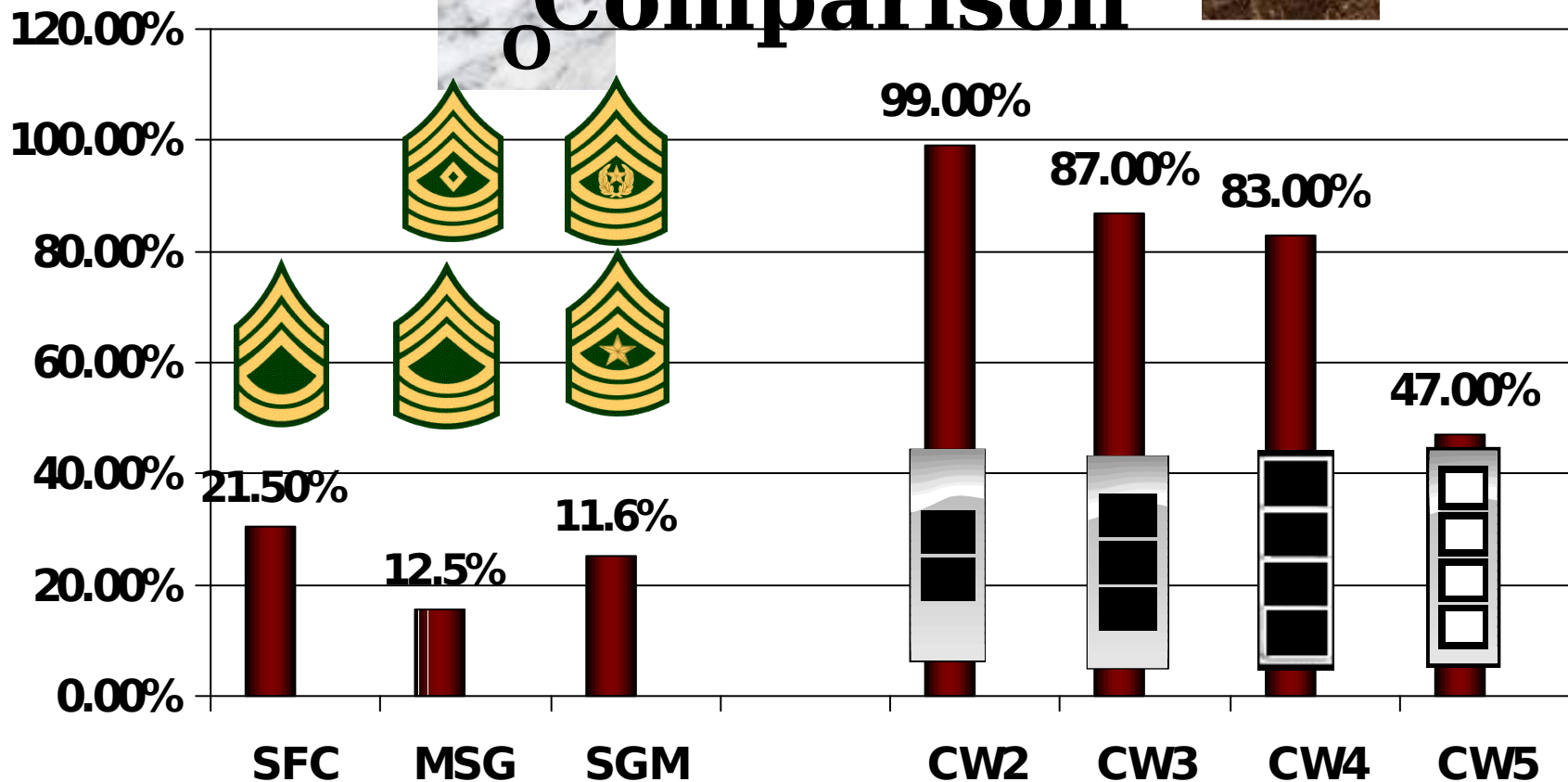


# Technical Warrant/NCO Pay Comparison

Monthly Base Pay



# NCO and WO Promotion Comparison

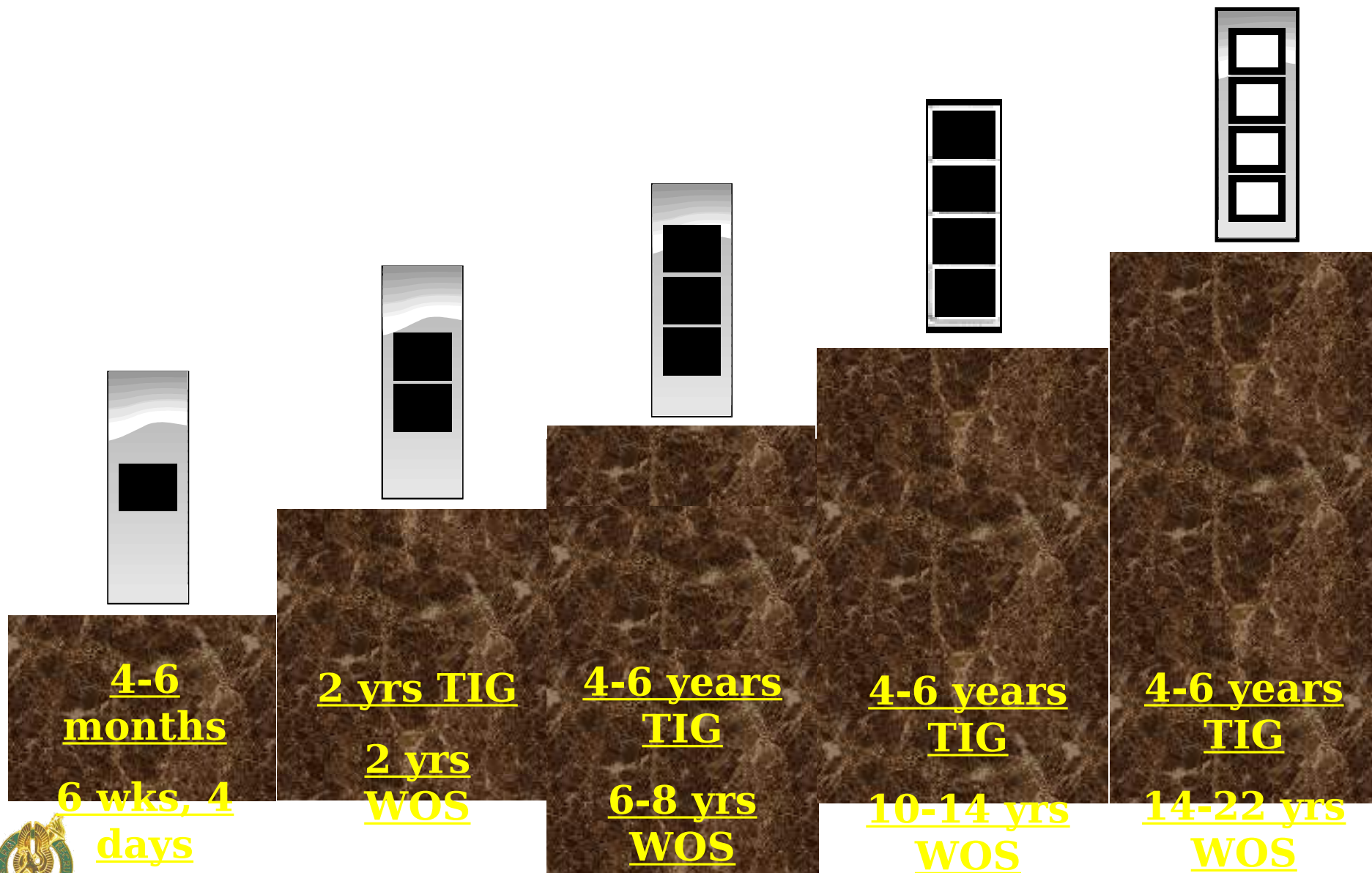


Promotion selection rates are from the most recent promotion boards for each of the grades except CW2 which is a local promotion action. As you can see, WO promotion selection rates are much higher than that of the NCOs.





# Warrant Officer Promotions



# How long can you stay?

**30 + years as a WO if  
promotion gates are  
met**

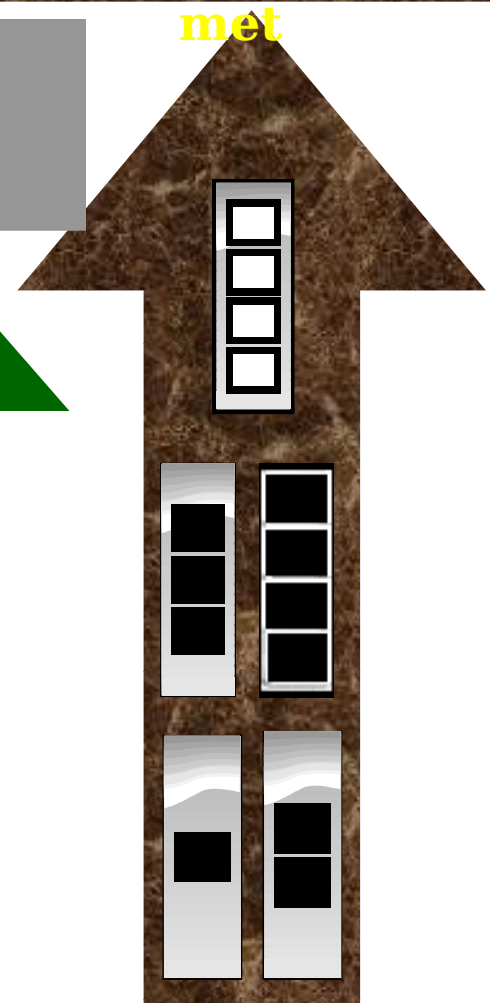
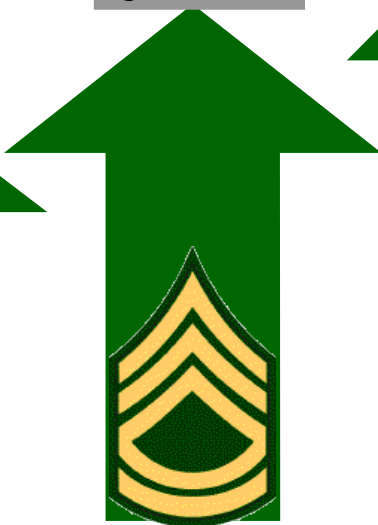
**If you want to increase  
your opportunity to stay  
longer, then WO is your  
best bet**

**30 years,  
longer if  
approved**

**26  
year  
s**

**24  
years**

**20  
years**



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# Retirement Pay Comparison

✓ Rank	Years	Pay
✓ SFC	20	\$1529
✓ CW3	20	\$1982
✓ MSG	24	\$2234
✓ CW4	24	\$2869
✓ SGM	30	\$3350
✓ CW5	30	\$4108



# Other Opportunities

- ✓ Housing
- ✓ Perform core duties and responsibilities more often and longer
- ✓ Skill and experience readily convert to civilian job market
- ✓ Small elite corps
- ✓ Greatly respected



# Non-waiverable Criteria

- ✓ US citizen
- ✓ GT score - 110 or higher
- ✓ High school graduate or GED
- ✓ Have a secret security clearance
  - ✓ Can apply with an interim SECRET clearance,
- ✓ Pass the standard Army APFT
- ✓ Pass appropriate physical exam

**These are the non-waiverable criteria that every soldier must meet to apply for the program. If you do not meet these criteria now, you must take action to meet this criteria before submitting an application.**



# Selection Board

- ✓ DA centralized board held at USAREC bimonthly
- ✓ President MAJ/LTC and 3-8 WOs CW3-CW5
- ✓ Vote using “total person” concept, 0 to 6+ voting system, an OML

APPLICANT	MOS	VOTE	OML#
FLORES	100A	36 -2	1
CLARK	100A	35 +4	2
ALLEN	100A	35 +3	3
SMITH	100A	34 +3	4
BLACK	100A	33 +6	5
ROBERTS	100A	28 +2	6
HUGHES	100A	26 +2	7
BRANCH	100A	12 +4	8
JONES	100A	9 +5	9

## Results:

- Fully Qualified - Select (FQ)
- Fully Qualified - Nonselect
- Not selected - Noncompetitive (NS-NC)

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	VOTE	INITIALS
MEMBER 1	5	+
MEMBER 2	4	+
MEMBER 3	5	
MEMBER 4	3	+
MEMBER 5	5	-
MEMBER 6	6	
MEMBER 7		
MEMBER 8		
MEMBER 9		

TOTAL POINTS

**28 +2**

HQ USAREC Fm 1877, 1 Apr 86





# Sample Application

- ✓ Overview of the briefing & specific instructions
- ✓ Warrant Officer application forms
- ✓ Samples of Waiver memorandums (AFS, Moral, Prerequisite)
- ✓ Statement of Understanding
- ✓ Sample format for the resume
- ✓ FAQs



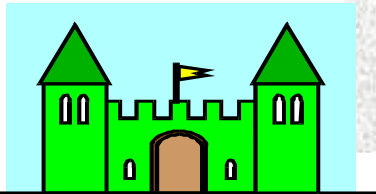


# Required Documents

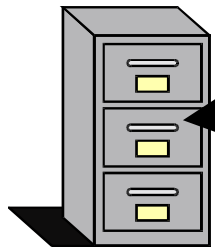
- ✓ DA Form 61
- ✓ DA Form 4989-R
- ✓ Resume
- ✓ DA Photo
- ✓ AFAST
- ✓ Secret Clearance
- ✓ Microfiche
- ✓ Statement of understanding
- ✓ Prerequisite, Moral or AFS waivers
- ✓ DA Form 160
- ✓ DA Form 6256
- ✓ Letters of Recommendation
- ✓ Physical
- ✓ APFT
- ✓ College Transcripts
- ✓ 2A, 2-1, ERB



**Cut-off for applications to USAREC is the 1st of the month prior to the board, but Aviator applicants with no waivers have until the week prior to the board.**

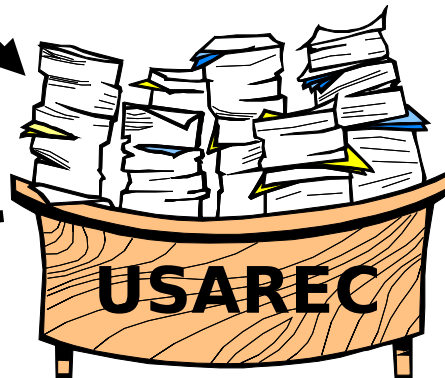


**PSB/MPD**



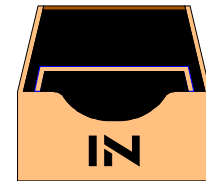
**Board Ready**

**(Aviators, no waivers complete apps)**



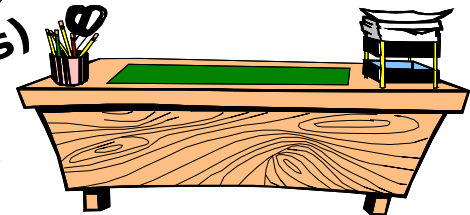
**USAREC**

**Some steps take 4-6 weeks. Get your application in early to ensure it's "board-ready" as soon as possible.**



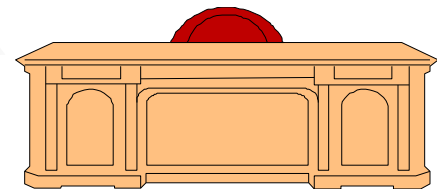
**WO Proponent**

**(All Techs. Aviators with age/AFS waivers) (If needed)**



**AR-PERSCOM (Moral waivers)**

**(If needed)**



**DCSPER, HQDA (Active Federal Service (AFS) and age waivers)**



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# Questions?

